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NATIONAL FOREIGN ASSESSMENT CENTER

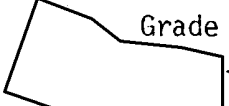
WASHINGTON, D. C. 20505

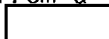
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Director

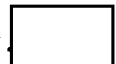
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MEMORANDUM FOR: Deputy Director for Science and Technology


25X1 SUBJECT:  Grade Problem With Imagery Analyst Positions

1. I have been concerned for some time with the inequities in grade structure between the Office of Imagery Analysts and the other NFAC production offices. OIA's imagery analyst positions are one grade lower across the board than positions in other NFAC components. The grade difference causes morale problems in OIA. It is also a major reason why high achievers in OIA transfer to other CIA components which enjoy a higher grade structure, or worse yet, leave the Agency to work in the private sector. I know the grade structure of imagery analyst positions in NPIC is similar to that of OIA, and I suspect NPIC also suffers from a morale problem and loss of its best imagery analysts because of it. 


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2. I briefly discussed the need to upgrade the OIA grade structure with the Position Management and Compensation Division folks this summer. Their initial reaction was that to do so would cause the NPIC grade structure to be raised also, and these two changes together would cost the Agency millions of dollars which it cannot afford. The PMCD people have also used two other arguments to justify the grade distinction. First, imagery analysts use only one source of information -- imagery. Second, because imagery analysts use only one source, they do not produce finished intelligence and, therefore, are not CIA or Intelligence Community spokesmen on a given topic. I regard these arguments as ill-founded and not relevant to the overriding questions of responsibility and professionalism on the part of imagery analysts. 

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3. I assume that you are interested in achieving a fairer classification of imagery analyst positions. I suggest that we join forces to identify how we might best confront PMCD to eliminate the problem. As a first step, perhaps you, Hap Hazzard, Wayne Strand and I could sit down and discuss the issue. I would like to move quickly on this matter, and welcome any views or suggestions you might have on how we should proceed. 

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 Bruce C. Clarke, Jr.

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